

**2013 FCC EEO Public File Report for Charter Communications
12380 - CM San Luis Obispo Cnty CA**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 7
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 41

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State CA
FCC Unit 12380 - CM San Luis Obispo Cnty CA

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1205840	Account Sales Executive	Indeed.com	1	1
		Referral	1	0
		Ranken Technical College	0	0
		SLOJobs.com	0	0
		External Career Portal	2	0
		Referral - Joe Donnarumma	1	0
		Internal Career Portal	0	0
		Direct Employers	0	0
		Santa Maria Job Alert	0	0
		Hero2Hired	0	0
1205840 Total			5	1
1301923	Account Sales Executive	Ranken Technical College	0	0
		External Career Portal	0	0
		Referral - Joe Donnarumma	1	1
		Internal Career Portal	0	0
		Direct Employers	0	0
		Hero2Hired	0	0
1301923 Total			1	1
1303819	Account Sales Executive	SLOJobs.com	0	0
		External Career Portal	10	1
		Internal Career Portal	0	0
		Direct Employers	0	0
		Hero2Hired	0	0
1303819 Total			10	1
1202555	Creative Services Acct Planner	Indeed.com	1	0
		SLOJobs.com	1	0
		Craigslist PostingID: 3179822762	1	0
		Commercial on Charter television	1	0
		External Career Portal	0	0

1202555	Creative Services Acct Planner	Internal Career Portal	0	0
		Direct Employers	0	0
		Referral - Julee Shea	1	0
		Referral - Joni Claerbout	1	1
		Referral - Melody Hanshew	1	0
		Referral - Carl Gerscheider	1	0
		Tvjobs.com	0	0
1202555 Total			8	1
1303065	Creative Services Acct Planner	Indeed.com	1	0
		LinkedIn	2	1
		SLOJobs.com	0	0
		External Career Portal	7	0
		Internal Career Portal	0	0
		Direct Employers	0	0
		Hero2Hired	0	0
		Referral - Melody Hanshew	2	0
		Putnam County Job Fair	0	0
		MediaRecruiter	0	0
1303065 Total			12	1
1301390	Mgr, Local Sales II	Referral	1	0
		SLOJobs.com	1	0
		External Career Portal	1	0
		Internal Career Portal	1	1
		Direct Employers	0	0
		Hero2Hired	0	0
		MediaRecruiter	0	0
1301390 Total			4	1
1304296	Account Planner	Indeed.com	1	1
		External Career Portal	0	0
		Internal Career Portal	0	0
		Direct Employers	0	0
1304296 Total			1	1
Grand Total			41	7

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	1
External Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	20
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Birschbach Media sales & Marketing / Media Recruiter	9457 SO University #303	Highlands Ranch, CO, 80126	Art Scott	303-400-5150	NO	0
SLOjobs.com	http://www.slojobs.com				NO	2
Santa Maria Job Alert	http://www.santamariajobalert.com/				NO	0
Ranken Technical Job Fair	4431 Finney Ave	St Louis, MO, 63113	Janie Summers	314-286-3665	NO	0
Craigslist Posting 3179822762	www.craigslist.com				NO	1
TVJobs.com	Tvjobs.com		jobs@tvjobs.com		NO	0
Putnam County Job Fair	1 west first st	Cookeville, TN, 38501	TN Career Center		NO	0
Indeed.com*					NO	4
Referral*					NO	10
Commercial*					NO	1
LinkedIn*					NO	2

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/4/13-6/6/13 & 8/20/13-8/22/13	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills
5	PSS Training	5/21-5/23/2013 – Traverse City, MI & 7/23-7/25 - Portland, OR & 8/13-8/15/13 - Helena, MT	Sales Training designed to increase sales executives knowledge of tactics